PORT OF SEATTLE

LEASE

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In considerat	ion of their musual r	promises the parties he	roto do basabilita	11	
1. The P remises situated in	ort hereby leases to King County, State	Lessee, and Lessee he of Washington:	reby hires and lea	ses from the Port,	the following described
Terminal 19, by reference Improvements	legally des made a part	quare feet of scribed on Extended hereof, exclant now locate s property.	nibit "A" a .uding all	ttached her of the buil	eto and dings,
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reinafter called "th	e premises**				
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ent is computed as i	ollows:				
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month follo	wi ⁿ g the commencer n notice of the Port	oparagraph (a) above : ment of this lease and ('s election to renegoti r to an effective date (werymo ate the rent applic	niths thereafter in the cable to the forthcoment of the rent per	ne event that the Port

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FORM 1976-A

LEASED PREMISES

TERM, OPTION,

TERMINATION

SEE ADDENDUM

AND

RENT

Comparable properties) as compared with such rental value being obtained on other premises for similar use in the Greater Seattle area. The value of any improvements to the premises financed by Lessee at no cost to the Port shall be excluded in determining the fair market rental value of the premises. In the event that the parties cannot agree on the rent plot to sixty (60) days before the effective date for rent renegotiation, the rent shall be determined, according to the foregoing (formula, by three arbitrators, each of whom shall be a member of either the Society of Industrial Realtors or of the Washington-British Columbia Chapter of the American Institute of Real Estate Apprilisers and shall be experienced in the evaluation of the type of premises subject to this lease. Each put ty shall select and fully compensate one of these arbitrators and the third equitation shall be subject to this lease.

BOND OR OTHER SECURITY

- 4. (a) Lessee shall, upon execution of this lease, file with the Port a good and sufficient corporate surety company bond, rental insurance policy, or other security (hereinafter referred to as the "Bond") in accordance with the requirements of the laws of the State of Washington to secure the full performance by Lessee of all terms and conditions of this lease, including the payment by Lessee of all amounts now or hereafter payable to the Port during the full term hereof. The form and provisions of the Bond, and the identity of the surety or insurer thereon, shall be subject to the approval of the Port. The amount of the Bond shall be based upon the rents payable hereunder and determined in accordance with the laws of the State of Washington, and shall be adjusted if required by said laws. If the amount of the Bond is not so adjusted, Lessee shall be considered in default hereunder, and subject to the Port's rights under subparagraph (c) of this paragraph and paragraph 20 "Defaults" below. No future amendment or extension to this lease shall be effective until the surety or insurer has given its consent thereto and the amount of the Bond has been adjusted as required. The Bond may provide for termination on the anniversary date thereof upon not less than one (1) year's written notice to the Port if the lease is not in default at the time of said notice. In the event of any such termination, Lessee shall obtain a new Bond, also subject to Port approval, to replace the Bond being so terminated to be effective on or before the date of termination.
- (b) In the event of application by Lessee and acceptance by the rental insurer, Lessee may, as an alternative to obtaining a Bond by its own efforts as provided in subparagraph (a) above, elect to secure its full performance of the rental payment of this lease through participation in and subject to the terms and conditions of the Port's rental guarantee insurance program. In the event of such election by Lessee and acceptance of bessee by the rental insurer, the rental insurance premium payable by Lessee shall be an added charge due and collected with rent payments. If Lessee shall fail to provide a Bond as provided in subparagraph (a) above within thirty (30) days after signing this lease or within thirty (30) days after the expiration of a prior Bond, Lessee hereby expressly authorizes the Port to seek to place this lease on the Port's rental guarantee plan and agrees to pay the premium due thereon in addition to all other payments due under this lease in the event the rental insurer accepts this lease.
- (c) Until such time as Lessee (urnishes the Bond in accordance with the provisions of subparagraph (a) above or Lessee in the alternative (ulty qualifies for rental insurance under the provisions of subparagraph (b) above relating to the Port's rental guarantee insurance program, and in the event bessee at any time or times during the stated term of this lease shall cease to be in compliance with the provisions of this paragraph 4, the Port at its sole option may elect to exercise any or all of its rights under paragraph 20 "Defaults" below following fifteen (15) days' prior written notice to Lessee, Pending Lessee's cure of its default or the effective date of any termination for default so elected by the Port, Lessee shall pay rent and all other sums owing to the Port under this lease computed as though this lease had been originally awarded on a month-to-month basis.
- (d) It is further agreed that in the event the laws of the State of Washington applicable hereto shall hereafter be amended, the provisions of this entire paragraph 4 shall be deemed likewise automatically amended upon the
 effective date of such statutory amendments, to the extent and in a manner necessary to comply therewith. In the event
 such statuatory amendments make it prohibitive for Lessee's continued occupancy of and the
 operation of Lessee's business on the premises, then Lessee shall have the right to terminate
 this lease by giving the Port at least thirty (30) days' advance written notice.

 USE OF

 Storage and distribution of petroleum products which shall not be un-

and shall not use them for any other purpose without the written consent of the Port/ Lessee shall use the entire premises for the conduct of said business in a first-class manner continuously during the entire term of this lease, with the exception of temporary closures for such periods as may reasonably be necessary for repairs or redecorating or for reasons beyond Lessee's reasonable control. Lessee agrees that it will not disturb the Port or any other tenant of the Port by making or permitting any disturbance or any unusual noise, vibration or other condition on or in the premises. Lessee shall comply with any and all signs affined by the Port in the premises of the commonwealth of the lesse tenant relative to

maximum floor landings.

UTILITIES

6. Lessee shall be liable for, and shall pay throughout the term of this lease, all charges for all utility services furnished to the premises, including, but not limited to, light, heat, electricity, gas, water, sewerage, garbage disposal and janitorial services. In the event that the premises or part of a building or see part of any largur promises to which any bitting services are furnished for a colored disposal plant basis, Lesses is greater to any to this Port or any colored each of any such actions are part of any such services may be computed by the Port or any colored add there and the programment of the programment of the programment of the programment of the programment.

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ACCEPTANCE OF PREMISES 7. Lessee has examined the premises, accepts them in their present condition, and agrees to make any changes in the premises necessary to conform to federal, state and local law applicable to Lessee's use of the premises.

MAINTENANCE, XXXREPAIR AND REMOVAL

(See Addendum)

toonar termination of this leave, Larges shall return the premises to the Port in condition in which received (or, if altered by Lessee with the Port's consent, then the premises shall be returned in such altered condition), reasonable wear and tear and damage by fire or unavoidable casualty excepted. Lessee shall, at its own expense, at all times keep the phymises, and the adjoining readways and sidewalks, neat, clean and in a sale and sanitary condition, free from infestation of pests and conditions which might result in harborage for, or infestation of, pests. (The word "pests", as used herein, shall include, without limitation, rodents, insects, and birds in numbers to the extent that a nuisance is created.) Lessee shall also keep the glass of all windows and doors on the premises clean and presentable, and shall maintain and keep the premises in a good state of report, and shall commit no waste of any kind, and, without limiting the generalities thereof, shall replace all cracked or broken glass in the premises, and keep the electrical system and the sprinkler system and all drains clean and in a good state of repair, and shall protect the sprinkler system and all pipes and drains so that they will not freeze or become clogged: Provided, that Lessee's said obligation to make all necessary repairs shall not extend to any repairs to the roof (structure or covering) or to the foundations of the building or structure (but expressly excluding from the term "foundations" all flooring and decking, whether structural or finish) of which the premises are a part, or to any repairs to any bearing columns or bearing walls or to the exterior walls of the building or structure that may be necessary to maintain the structural soundness of those columns or walls, except to the extent that any of the repairs described in this proviso may be required as a result of damage caused by negligence of Lesses or its

> (except as may be required under paragi 7 and to maintain continuity of Lesses present use)

ALTERATIONS
ANO (MPROVEMENTS

9. Lessee shall make no alterations or improvements/to or upon the premises or install any fixtures (other than trade fixtures which can be removed without injury to the premises) without first obtaining written approval from the General Manager of the Port and subject to any and all conditions in such approval mice even any stression of improvements shall be made of the trade fixtures which can be removed without injury to the premises irratelled by bases, they shall at another order to be premised in the property of the Pert. Morable of installed by bases, they shall at another order to be premised the property of the property of Lacces.

INSPECTION
"FOR RENT"
SIGNS

The Port reserves the right to inspect the premises at any and all reasonable times throughout the term of this lease: Provided, that the Port shall not interfere unduly with Lessee's operations. The right of inspection reserved to the Port hereunder shall impose no obligation on the Port to make inspections to ascertain the condition of the premises, and shall impose no liability upon the Port for failure to make such inspections. The Port shall have the right to place and maintain "For Rent" signs in conspicuous places on the premises for thirty (30) days prior to the expiration or sooner termination of this lease.

OUTSIDE AREAS AND ROOF 11. The use of the outside area of the malls less than the fact of the premises of each the social the building in which the premises are leasted in reserved to the Pert, which shall have the right to utilize the same for any purpose, including the maintanance of signs.

POSSESSION

12. If the Port shall be unable for any reason to deliver possession of the premises, or any portion thereof, at the time of the commencement of the term of this lease, the Port shall not be liable for any damage caused thereby to Lessee, nor shall this lease thereby become void or voidable, nor shall the term specified herein be in any way extended, but in such event Lessee shall not be liable for any rent until such time as the Port can deliver possession. If Lessee shall, in the interim, take possession of any portion of the premises, Lessee shall pay as rent the full rent specified herein reduced pro rata for the portion of the premises not available for possession by Lessee. If the Port shall be unable to deliver possession of the premises at the commencement of the term of this lease, Lessee shall have the option to terminate this lease by at least thirty (30) days' written notice, unless the Port shall deliver possession of the premises prior to the effective date of termination specified in such notice. If Lessee shall, with the Port's consent, take possession or all of any part of the premises prior to the commencement of the term of this lease, all of the terms and conditions or this lease shall immediately become applicable, with the exception that Lessee shall not be obligated to pay any rent for the period prior to the commencement of this lease unless otherwise mutually agreed.

DAMAGE OR
DESTRUCTION
(See Addendum)

- 13. (a) Should the premiest or the laulidings or structures of which the aremises are a part he damaged by fire or other casualty, and if the damage is repairable within four (4) weeks from the date of the occurrence (with the repair work and the preparations therefor to be done during regular working hours on fegular work days), the premises shall be repaired with due diligence by the Port, and in the mean time the monthly minimum rent shall be abated in the same proportion that the untenantable portion of the premises bears to the whole thereof, for the period from the occurrence of the damage to the completion of the repairs.
- (b) Should the premises or any buildings or structures of which the premises are a part be completely destroyed by fire or other casualty, or should they be damaged to such an extent that the damage cannot be repaired within four (4) weeks of the occurrence, the Port shall have the option to terminate this lease on times (30) days' notice, effective as or any date not more than six ty (60) days after the occurrence. In the event that this paragraph shall become applicable, the Port shall advise Lessee within thirty (30) days after the happening of any such damage whather the

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commence and prosecute with due diligence any work necessary to restore or repair the premises. If the Port shall fail to notify Lessee of its election within said thirty (30) day period, the Port shall be deemed to have elected to terminate this lease, and the lease shall automatically terminate sixty (00) days after the occurrence of the damage. For the period from the occurrence of any damage to the premises to the date of completion of the repairs to the premises (or to the date of termination of the lease if the Port shall elect not to restore the premises), the monthly minimum remodule be abated in the came proportion at the unterestable portion of the premise have to the whole thereof.

Hour

INDEMNIFICA.
TIONLIABILITY
INSURANCE

The Port, its employees and agents shall not be fliable for any injury (including death) to any persons or for damage to any property regardless of how such injury or damage to any property regardless of how such injury or damage to any property regardless of how such injury or damage to asset, sustained or alleged to have been sustained by Lessee or by others as a result of any condition flincluding existing or future defects in the premises) or occurrence (including failure or interruption of utility service) whatsoever related in any way to the premises and the areas adjacent thereto or related in any way to Lessee's use or occupancy of the premises and of the areas adjacent thereto. Lessee agrees to defend and to hold and save the Port harmless from all fliability or expense (including expense of litigation) in connection with any such items of actual or alteged injury or damage. In addition, Lessee shall, at its own expense, maintain proper fliability insurance with a reputable insurance company or companies satisfactory to the Port in the minimum limits of \$250,000 (per person) and \$500,000 (per accident or occurrence) for bodily injuries and death, and in the minimum limit of \$250,000 (per accident) for property damage, and hereafter in such increased amounts as the parties may from time to time mutually agree upon, to indemnify both the Port and Lessee against any such liability or expense. The Port shall be named as additional insured, and shall be furnished with appropriate evidence to establish (1) that Lessee's insurance obligations as herein provided have been met, and (2) that the insurance policy or policies as herein required are not subject to cancellation without at least ninety (90) days' advance written notice to the Port, Lessee shall furnish to the Port from time to time evidence of renewal of insurance as required.

WAIVER OF SUBROGATION 15. The Port and Lessee hereby mutually release each other from liability and waive all right of recovery against each other for any loss from perils insured against under the respective fire insurance contracts, including any extended coverage endorsements thereto: Provided, that this paragraph 15 shall be inapplicable if it would have the effect, but only to the extent that it would have the effect, of invalidating any insurance coverage of Port or Lessee.

INCREASE IN COST OF INSURANCE the buildings or structures of which the premises are a part. If it nevertheless does so, then, at the option of the Port, the full amount of any resulting increase in premiums paid by the Port with respect to the buildings or structures of which the premises are a part, and to the extent allocable to the term of this lease, may be added to the amount of rent hereinabove specified and shall be paid by Lessea to the Port upon the monthly rental day next thereofter occurring.



TAXES (See Addendum)

pation taxes covering the business conducted on the premises and all taxes on property of Lessee on the premises and any taxes on the leasehold interest created by this lease, whether imposed on Lessee or on the Port. Lessee shall also pay, or reimburse the Port for, all taxes, other than any nat income taxes payable by the Port, including ad valorem taxes or taxes levied in lieu of an ad valorem tax or tax on the leasehold interest created by this lease and/or measured by the rent payments hereunder. With respect to any such taxes payable by the Port which are measured by the rent payments hereunder, Lessee shall pay to the Port with each rent payment an amount equal to the tax on, or measured by, that particular payment. All other tax amounts for which the Port is or will be entitled to reimbursement from Lessee shall be payable by Lessee to the Port at least fifteen (15) days prior to the due dates of the respective tax amounts involved; recyided, that Lessee thall be entitled to a minimum of too (10) days written notice of the amounts payable by it.

COMPLIANCE
WITH PORT
REGULATIONS
AND WITH
ALL LAWS
(See Addendum)

18. Letter synthes to comply with all applicable rules and regulations of the Port pertaining to the building exother realty of which the premises are a plant now in existence or hereafter promulgated for the general safety and convenience of the Port, its various tenants, invitees, licenses and the general public. Lessee further agrees to comply with all applicable federal, state, and municipal laws, ordinances, and regulations, including without limitation those relating to environmental matters. Any fees for any inspection of the premises during or for the lease term by any federal, state or municipal officer and the fees for any so called "Certificate of Occupancy" shall be paid by Lessee:

ASSIGNMENT
OR SUBLEASE
(See Addendum)

19. Lesses shall not assign or transfer this lease or any interest therein nor sublet the whole or any part of the premises, nor shall this lease or any interest thereunder be assignable or transferable by operation of law or by any process or proceeding of any court, or otherwise, without the written consent of the Port first had and obtained. If Lessee is a corporation, Lessee further agrees that if at any time during the term of this lease more than one-half (½) of the outstanding shares of any class of stock of Lessee corporation shall belong to any stockholders other than those who own more than one-half (½) of the outstanding shares of that class of stock at the time of the execution of this lease or to members of their immediate families, such change in the ownership of the stock of Lessee shall be deemed an assignment of this lease within the menning of this paragraph. If the Port shall give its consent to any assignment or sublease, this paragraph shall nevertheless continue in full force and effect and no further assignment or sublease shall be made without the Port's consent. Not withstanding anything to the contrary herein, this provision shall no

prevent the assignment of this lease by Lessee to its successor in interest in the event that lessee should sell-and/or convey all of its property and business in the State of Washington.

C EFAULTS

20. Time is of the essence of this agreement. Lessee shall pay interest monthly at the annual rate of twelve percent (12%), or the maximum rate permitted from time to time by applicable law, whichever is less, on all sums owing to the Port under this lease, commencing thirty (30) they after the date each sum is due and payable. In the event of the fail-

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ure of Lessee to pay the rents, interest, and any and all other charges provided for in this lease at the time and in the manner herein specified, or to keep any of the covenants or agreements herein set forth to be kept and performed, including without limitation the provisions of paragraph 4 relating to the Bond which must be furnished by Lessee and maintained throughout the term of this lease, the Port may elect to terminate this lease and reenter and take possession of the premises with or without process of law; Provided, however, that Lessee shall be given fifteen (15) days' notice in writing stating the nature of the default in order to permit such default to be remedied by Lessee within said fifteen (15) day period. Payment by Lessee to the Port of interest on rents and/or on any other charges due and owing under this lease shall not cure or excuse Lessee's default in connection with such rents and/or other charges, interest, default and all other remedies of the Port hereunder are cumulative and not alternative. If upon such reentry there remains any personal property of Lessee or of any other person upon the premises, the Port May, but without the obligation so to do, remove said personal property and hold it for the owners thereof or may place the same in a public garage or warehouse, all at the expense and risk of the Owners thereof, and Lessee shall feimburse the Poft for any expense incurred by the Port in connection with such removal and storage. The Port shall have the right to sell such stored property, without notice to Lessee, after it has been stored for a period of thirty (30) days or more, the proceeds of such sale to be applied first to the cost of such sale, second to the payment of the charges for storage, and third to the payment of any other amounts which may then be due from Lessee to the Port, and the balance, if any, shall be paid to Lessee. Notwithstanding any such reentry, the Hability of Lessee for the full rents and interest provided for helein shall not be extinguished for the balance of the term of this lease, and Lessee shall make good to the Port any deficiency arising from a reletting of the premises at a lesser rental than that hereinbefore agreed upon. Lessee shall pay such deficiency each month as the amount thereof is ascer-

TERMINATION of Existing Lease (See Addendum)

TERMINATION FOR GOVERN-MENT USE 22. In the event that any federal, state of local government of agency or instrumentality thereof shall, by condemnation or otherwise, take title, possession or the right to possession of the premises or any part thereof, the Port may, at its option, terminate this lease as of the date of such taking, and, if Lessee is not in default under any of the provisions of this lease on said date, any rent prepaid by Lessee shall, to the extent allocable to any period subsequent to the effective date of the termination, be promptly refunded to Lessee. And further Lessee shall have the right: to remove all of Lessee's property both real and personal from the premises Within thirty (30) days of said termination.

TERMINATION BECAUSE OF COURT DECREE 23. In the event that any court having jurisdiction in the matter shall render a decision which has become final and which will prevent the performance by the Port of any of its obligations under this lease, then either party hereto may terminate this lease by written notice, and all rights and obligations hereunder (with the exception of any undischarged rights and obligations that accrued prior to the effective date of termination) shall thereupon terminate. If Lessee is not in default under any of the provisions of this lease on the effective date of such termination, any rent prepaid by Lessee shall, to the extent allocable to any period subsequent to the effective date of the termination, be promptly refunded to Lessee. And further Lessee shall have the right to remove all of Lessee's property both real and personal from the premises within thirty (30) days of said termination.

signs (See Addendum) 24. No signs or other advertising matter, symbols, canopies or awnings shall be attached to or painted on or within the premises, including the windows and doors thereof, without the approval of the General Manager of the Port first had and obtained. At the termination or sooner expiration of this least, all such signs, advertising matter, symbols, canopies or awnings attached to or painted by Lessee shall be removed by Lessee at its own expense, and Lessee shall repair any demand or injury to the premises and correct any unsightly condition caused by the maintenance and removal all support and the premises and correct any unsightly condition caused by the maintenance and removal all support and a signer, etc.

INSOLVENCY

25. If Lessee shall file a petition in bankruptcy, of if Lessee shall be adjudged bankrupt or insolvent by any court, of if a receiver of the property of Lessee shall be appointed in any proceeding brought by or against Lessee, or if Lessee shall make an assignment for the benefit of creditors, or if any proceedings shall be commenced to foreclose any mortgage or any other lien on Lessee's interest in the premises or on any personal property kept or maintained on the premises by Lessee, the Port may, at its option, terminate this lesse. Only if such proceedings are not dismissed within sixty (60) days, subject, however, to Lessee's right to removal of all of its property both real and personal.

NONWAIVER

26. The acceptance of rent by the Port for any period or periods after a default by Lessee hereunder shall not be deemed a waiver of such default unless the Port shall so intend and shall so advise Lessee in writing. No waiver by the Port of any default hereunder by Lessee shall be construed to be or act as a waiver of any subsequent default by Lessee. After any default shall have been timely cured by Lessee, it shall not thereafter be used by the Port as a ground for the commencement of any action under the provisions of paragraph 20 hereof.

PROMOTION OF PORT COMMERCE 27. bessessing the throughout the sum of the land to within to fee a prestice is less emulated and side the more manual processing the proces

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SURRENDER
OF PREMISES —
ATTORNEYS' FEES

28. At the expiration or sooner termination of this lease, Lessee shall promptly surrender possession of the premises to the Port, and shall deliver to the Port all keys that it may have to any and all parts of the premises. In the event that either party shall be required to bring any action to enforce any of the provisions of this lease, or shall be required to defend any action brought by the other party with respect to this lease, and in the further event that one party shall entirely prevail in such action, the losing party shall, in addition to all other payments required therein, pay all of the prevailing party's actual Costs in Connection with such action, including such sums as the court or courts may adjudge reasonable as attorneys' fees in the trial Court and in any appellate courts.

HOLDING OVER

29. If Lessee shall, with the consent of the Port, hold over after the expiration or sooner termination of the term of this lease, the resulting tenancy shall, unless otherwise mutually agreed, be for an indefinite period of time on a month-to-month basis. During such month-to-month tenancy. Lessee shall pay to the Port the same rate of rent as set forth herein, unless a different rate shall be agreed upon, and shall be bound by all of the additional provisions of this lease insofar as they may be pertinent.

ADVANCES BY PORT FOR LESSEE 30. If Lessee shall fail to do anything required to be done by it under the terms of this lease, except to payment, the Port may, at its sole option, do such act or thing on behalf of Lessee, and upon notification to Lessee of the cost thereof to the Port, Lessee shall promptly pay the Port the amount of that cost.

LIENS AND ENCUMBRANCES

31. Lessee shall keep the premises free and clear of any liens and encumbrances arising or growing out of the use and occupancy of the said premises by Lessee. At the Port's request, Lessee shall furnish the Port with written proof of payment of any item which would or might constitute the basis for such a lien on the premises if not paid.

NOTICES

32. All notices and payments hereunder may be delivered or mailed. If mailed, they shall be sent to the following respective addresses:

To Lessor:

The Port of Seattle
P. O. Box 1209
Seattle, Washington 98111

To Lessee:

P. O. Box 3947
Seattle, WA 98124

or to such other respective addresses as either party hereto may hereafter from time to time designate in writing. Notices and payments sent by certified or registered mail and subsequently received by the Port shall be deemed to have been given when and if properly mailed, and the postmark affixed by the United States Post Office shall be conclusive evidence of the date of mailing.

JOINT AND SEVERAL LIABILITY

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33. Each and every party who signs this lease, other than in a representative capacity, as Lessee, shall be jointly and severally liable hereunder.

"LESSEE"
INCLUDES
LESSEES, ETC.

34. It is understood and agreed that for convenience the word "Lessee" and verbs and pronouns in the singular number and neuter gender are uniformly used throughout this lease, regardless of the number, gender or fact of incorporation of the party who is, or of the parties who are, the actual lessee or lessees under this agreement.

CAPTIONS

35. The captions in this lease are for convenience only and do not in any way limit or amplify the provisions of this lease.

INVALIDITY
OF PARTICULAR
PROVISIONS

36. If any term or provision of this lease or the application thereof to any person or circumstance shall, to any extent, be invalid or unenforceable, the remainder of this lease or the application of such term or provision to persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby and shall continue in full force and effect.

NONDISCRIMI-NATION — SERVICES

- 37. (a) Lessee agrees that it will not discriminate by segregation or otherwise against any person or persons because of race, sex, age, creed, color, or national origin in furnishing, or by refusing to furnish, to such person, or persons, the use of the facility herein provided, including any and all services, privileges, accommodations, and activities provided thereby.
- (b) It is agreed that Lessee's noncompliance with the provisions of this clause shall Constitute a material breach of this lease. In the event of such noncompliance, the Port may take appropriate action to enforce compliance, may terminate this lease, or may pursue such other remedies as may be provided by law.

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NONDISCRIMI-NATION --EMPLOYMENT

- 33 Lessee coverants and agrees that in all matters perturning to the performance of this lease, Lessee shall at all times conduct its business in a manner which assures fair, equal and nondiscriminatory treatment of all persons without respect to race, sex, rije, color, creed or national origin and in particular.
 - a) Lessee will maintain cipen hinng and employment practices and will welcome applications for employment in all positions from qualified indicadrats who are members of racial or other minorities, and
 - (b) Lessee will comply strictly with all requirements of applicable federal, state and local laws or regulations issued pursuant thereto relating to their stable himself of nondiscriminatory requirements in hiring and employment practices and assuming the service of all partions or customers without discrimination as to any person's race, sex, age, creed, color per alignal origin.

LAHOR UNREST

39 Lesser agrees to poin with the Port and use its best effects in avoiding labor unrest, or in the event of a wild-cut strike or other labor difficulty, to one its good offices in negotiating and bringing to a swift and sales actory conclusion any kind of labor dispute that may affect the interests of the Port.

EASEMENTS

- 40. (a) The parties recognize that the Port facilities are continuously being modified to improve the utilities, stirvices and premises used and provided by the Port. The Port, of its agents, shall have the right to enter the premises of Lessee, and to cross over, construct, move, reconstruct, rearrange, after, maintain, repair and operate the sewer, water, and drainage lines, and the electrical service, and all other services and incilities required by the Port for its use. The Port is hereby granted a continuous essernent or essentiants that the Port believes is necessary within the premises of Lessee, without any additional cost to the Port for the purposes expressed hieranthove, Provided, however, that the Port by virtue of such use, does not substantially deprive timber from its beneficial use or occupancy of its leased area for an unreasonable period of time, not to exceed thirty (30) working days, without consent of Lessee.
- (b) In the event that the Port permanently deprives a model from such beneficial use or occupancy, then an equitable adjustment in rent, or in the cost required to modify its premises to allow the Lessee to operate its business, will be negotiated and paid by the Port to Lessee in the event that both entry by the Port is temporary in nature, then the Port shall reimburse Lessee for the cost required to modify its premises for the temporary period that Lessee is inconvenienced by such Port entry. The Port will not be responsible to Lessee for any reduced efficiency or loss of business occasioned by such entry.

FEDERAL
MIARITIME
COMMISSION
REGULATIONS

- 41. (a) This instrument shall be submitted to the Federal Millotime Commission for determination as to whether it may be subject to the provisions of Section is of this Shipping Act, 1916, as amended. In the event that the Commission or its staff shall determine approval of this instrument is arguined under said Section 15, this instrument shall not become effective until both of the purities hereto have been informed that such approval has been given. No future amendment or modification to this instrument lother than a termination of the entire agreement between the parties by their mutual consent) shall become effective until such amendmental modification has been submitted to and reviewed by the Federal Maritime Commission and its staff in the manner muthorid above.
- Pending approval by the Federal Maintime Commission, Lessee will be assessed rent pursuant to the Port tariffs. Once Federal Maintime Commission approval is received, Lessee will be obligated to pay the rent thereafter pursuant to the lease, if it is found by the FMC that this lease is not subject to Federal Maintime Commission approval, then and in that event the rent will be assessed retroits tively from the first date of occupancy at the rate stated herein, and Lessee will be given credit for the imposent of rent be his pull differentiation under the tariff rate.

ENTIRE
AGREEMENT AMENDMENTS

Prioritissigning this lease the parties condition of prioritish parties and defected priorited parties and to 18, 11, 13, 16, 17, added types ritted paragraph(s) 1, 8, 13, 17, 18, 19, 21, and 24 attached. Addendum to this lease which is incorporated before and made a part hereof by this reference, and added attached Exhibits.

This priorited lease together with any attached Addendum incorporated by the preceding sentence and any and all exhibits expressly the organized bettern by reference and attached herefore shall constitute the whole agreement between the parties. There are no terms, obliquitions, covenants or conditions other than those contained herein. No modification or amendment of this dependent shall be scaled an effective unless evidenced by an agreement in writing signed by both parties.

IN WITNESS WITE REOF the pieceos hereto base supercribes below in of the day and year first obove written,

SIGNATURE FOR LESSEE IF INCORPOR-ATED

ASSISTANT SECRETARY

CORPORATE SEAL

SHEEL OIL COMPANY

LESSEE

J. E. MULKEY.

REAL ESTATE MANAGER-WEST.

CORPORATE REAL ESTATE

1 ORM 1976-A (Rev 5-5-76)